

Prescription *for* *Sustainability*

Family owned yet with a global outlook, Chiesi Group has experienced remarkable growth in recent decades. The biopharmaceutical company has also earned multiple awards in recognition of its commitment to sustainability and workplace culture. We spoke with Siham Imani, Chiesi's executive vice president of the Strategy, Sustainability and Growth Unit to discover how this winning formula has been implemented.

SIHAM IMANI

EXECUTIVE VICE PRESIDENT, STRATEGY,
SUSTAINABILITY & GROWTH UNIT,
Chiesi Group



Mikron Automation is your worldwide partner for advanced assembly solutions.

At Mikron we are committed to delivering the best assembly systems and all needed services throughout your product's entire life cycle. With our extensive engineering know-how, complex process expertise, scalable platforms and lifelong support we are driving lasting success for your business.

Founded in 1935 in Parma, Italy, Chiesi is today a research-oriented international biopharmaceutical company. With over 7,000 people and a direct presence in 31 countries, the company's dedication to research and development has led to innovate therapeutic solutions in respiratory health, rare diseases, and specialty care.

Siham Imani, who became head of the Strategy, Sustainability and Growth Unit in February 2024, joined Chiesi following a twenty-year career in the US and in France. Having held strategic and operational roles at major pharmaceutical companies like Johnson & Johnson Ipsen and Servier, she brings a wealth of experience to her role.

"When I first came to Chiesi, I was truly impressed by the company's strong family values grounded in integrity and ethics and its deep sense of purpose," Ms. Imani explains. "The



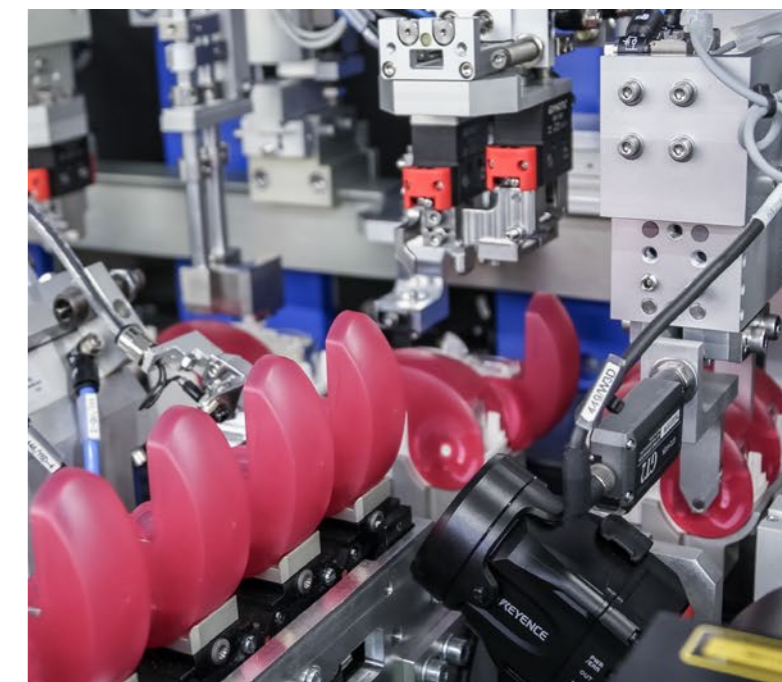
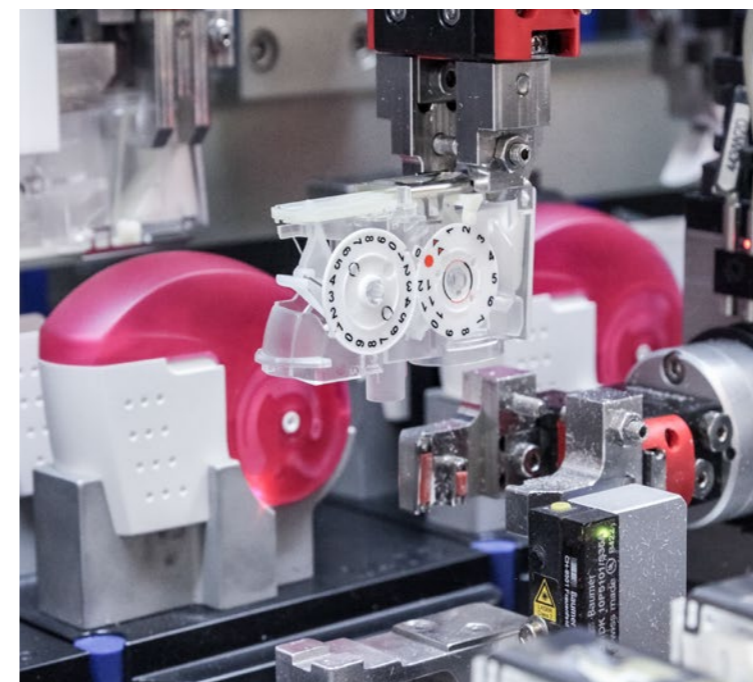
I am especially drawn to the view that business impacts need to be aligned with societal impacts.

value-driven approach of the company, which emphasizes long-term vision, really struck a chord with me."

As head of Chiesi's Strategy, Sustainability and Growth Division (SSG), Ms. Imani has a wide-ranging remit that encompasses a 360-degree view of the company. The SSG Division combines seven key functions: corporate strategy, shared value and sustainability, global business development, digital health, open innovation, competitive intelligence and scientific knowledge.

Adding sustainability to the mix

Despite her recent arrival at Chiesi, Ms. Imani has already made a mark on operations in linking sustainability with strategy. She describes the model at Chiesi as unique. →



“I’m very excited by the opportunity this represents,” Ms. Imani states. “What drives me is the chance to make a real difference—for patients, planet, people and prosperity. The wide-reaching scope of my role at Chiesi gives me the chance to help guide the company’s future and contribute to its growth in a meaningful way. I am especially drawn to the view that business impacts need to be aligned with societal impacts. This is particularly relevant for those of us in the pharmaceutical sector, and I believe Chiesi is at the forefront of leading this change; we are leading the way with that.”

Chiesi is setting the bar high; it aims to achieve net-zero GHG emissions by 2035—ahead of regulatory expectations. Under Ms. Imani’s leadership, the company has released in 2024 a comprehensive Climate Transition Plan, which maps out the critical steps to make this goal a reality.

“Meeting the needs of regulatory bodies, health care providers, and most importantly patients is already a complex task, so adding sustainability to the mix is a significant challenge,” says Ms. Imani. “Yet it’s essential that



We co-created with our partners a Supplier Code of Conduct, called the Code of Interdependence.

we find a way to harmonize these goals for the benefit of both people and the planet.”

Responsible collaboration

The biopharmaceutical company is not tackling this challenge alone; it relies on strong partnerships with strategic suppliers to address emissions across its supply chain.

“In 2019, we were eager to collaborate with our partners not only on how we conduct business but also on tackling environmental and so-

cial challenges,” Ms. Imani reflects. “Guided by the United Nations’ 2030 Agenda and its 17 Sustainable Development Goals, we co-created with our partners a Supplier Code of Conduct, called the Code of Interdependence, emphasizing that we are part of a larger ecosystem.”

For the past five years, Chiesi has used this Code to guide its vendor qualifications, evaluating both social and environmental factors alongside traditional economic criteria. The company has actively encouraged and supported changes in business practices while fostering deeper relationships with partners who share their values and goals. As a certified B Corp recognized for upholding high social and environmental standards, Chiesi sets an example that inspires other businesses to adopt similar sustainable practices.

“This is a key part of our mission,” says the head of SSG. “We want to be advocates for sustainability—it’s at the heart of our purpose.”

Balance and excellence

Chiesi’s commitment to sustainability extends beyond the environment, integrating a unified Patient Journey Framework that focuses on



continuous needs assessment. This framework addresses individuals at risk of disease, those currently battling illness, and patients who have completed therapy and require proper aftercare. It considers the unique aspects of each disease, national healthcare systems, and close collaboration with physicians.

The strong focus on patient needs is motivated by the company’s mission to develop innovative therapeutic solutions that improve the quality of life. As a result, in 2023, the company invested €720.8 million in research and devel-



We want to be advocates for sustainability—it’s at the heart of our purpose.



opment and was once again recognised as Italy’s leading pharmaceutical company in terms of patents filed with the European Patent Office, boasting a portfolio of over 6,200 global patents.

In addition, in 2022, Chiesi began the construction of its Biotech Centre of Excellence, which was opened in September 2024. The facility focuses on the development and production of biologic medicines, overseeing everything from cell culture to global distribution. By integrating R&D directly into manufacturing, the centre accelerates technology transfer and ensures a smooth transition from scientific discovery to production. This close collaboration minimises last-minute changes and aligns manufacturing with the latest advances, streamlining drug development and improving quality.

Focusing on impact

Staying true to this ethos has put the company on the right path, with impressive results and equally promising projections for the future. In 2023, revenues exceeded EUR 3 billion, reflecting a 12 percent year-on-year growth at constant exchange rates—figures that speak for themselves. However, Ms. Imani is eager to shift the focus away from financials. →



"When we assess our achievements," she says, "we focus on impact—how much value we create and reinvest. We consider these in terms of patients, people, planet, and prosperity."

In 2023, Chiesi distributed 77 percent of the economic value generated to stakeholders, including the local community, capital providers, public administration, employees, collaborators, suppliers, and vendors. The remaining 23 percent was reinvested into the company to foster long-term growth.

Ms. Imani sees the formula for long-term sustainable growth as deeply rooted in Chiesi's four Ps—Patients, Planet, People, and Prosperity. And the company's employees, the "P" for People, clearly share this vision. In 2024, Chiesi earned a spot on the prestigious list of the World's Best Workplaces™, ranking 23rd globally. This marks the first time Chiesi has been included in the list, making it the first Italian company to achieve this honor.

"For me, this recognition is a direct result of our strong values," says Ms. Imani. "Our talented teams worldwide strive to make an impact, not only at work but also in the communities we serve. At Chiesi, we encourage everyone to bring their authentic selves to work." She adds,


Kindeva Drug Delivery is a global CDMO for sterile injectable, pulmonary, nasal, transdermal, and intradermal finished dose, with expertise across development, manufacturing, and analytical services. Through strategic investments, we tackle critical challenges, including aseptic injectable fill-finish and green propellants.

DAVE STEVENS,
Chief Commercial Officer, Kindeva

"It's only when our people are happy, engaged, and committed that we can truly drive our sustainability goals for 2030 and 2035—and in turn, gain a competitive edge. For us, sustainability and growth go hand in hand. Over the last five years, we've seen double-digit growth, and we're focused on continuing that trajectory in the medium- to long-term, with plans to double our impact by 2030."

A prescription for the future

Chiesi's overall package continues to be an extremely impressive one, demonstrating exactly how Chiesi Group has managed to grow from relatively humble beginnings to the position it finds itself in today. With the future appearing bright for this Italy-based, internationally focused pharmaceutical player, there is clearly much for their new head of the Strategy, Sustainability and Growth Unit to be enthused about.

"The key message for me is the uniqueness of what we want to achieve at Chiesi," Ms. Imani concludes. "In that context, it's about having a very strong commitment to sustainable growth and a staunch focus on patients, planet, people and prosperity. That sums up who we are and who we will continue to be." 

Kindeva
DRUG DELIVERY
Manufacturing More Tomorrows™

Leading the Way in Green Propellent INNOVATION

Kindeva Drug Delivery has partnered with Chiesi to ease the transition to lower global warming potential propellants, with readily available capacity for HFA152a and HFO1234ze at clinical and commercial scales.



EXPLORE OUR INITIATIVES